

SUPPLEMENTAL AGREEMENT
BETWEEN
MERCER COUNTY (NEW JERSEY)
BOARD OF SOCIAL SERVICES
AND
LOCAL 2285, AMERICAN FEDERATION
OF
STATE, COUNTY AND MUNICIPAL
EMPLOYEES
AFL-CIO
January 1, 1996 through December 31, 1996

AGREEMENT

This Agreement dated the *12th* day of December, 1996 is entered into by and between the Mercer County Board of Social Services, hereinafter referred to as the Board, and Local 2285, American Federation of State, County and Municipal Employees, AFL-CIO, hereinafter referred to as the Union.

WITNESSETH

WHEREAS, the parties hereto did enter into a certain Agreement dated April 14, 1994, which contract was a three year contract for the period from January 1, 1994 through December 31, 1996.

NOW THEREFORE, in consideration of the mutual promises made by each of the parties to the other and good and valuable consideration in the promises, the parties hereto agree as follows:

That Article 12 shall be modified and the effective date of the modification shall be January 1, 1996.

The Agreement dated April 14, 1994 is hereby modified as specifically set forth below:

ARTICLE 12

SALARIES AND COMPENSATION

- I. For the period from January 1, 1996 through June 30, 1996, employees covered by this Agreement shall be compensated as follows:
 - A. Each position title shall have a salary range as set forth in Appendix I of this Agreement. Effective January 1, 1996 the salary schedule set forth in Appendix I of this Agreement shall be in effect.
 - B. Employees who are not at the maximum of their appropriate salary range shall be entitled to an earned merit increment within their salary range on their anniversary date, provided their services have been satisfactory and they have been in the continuous employment of the Board for at least one year.
 - C. Longevity payments shall not be considered in arriving at the on-step on-guide adjustments. These payments shall be in addition to base salaries.
 - D. 1. All employees covered by this Agreement, promoted or reclassified to another title which carries a higher salary range, shall have their salary adjusted so that it provides an increase in pay of one increment of the present salary range plus the amount, if necessary, to adjust and equalize the employee's salary to the proper step of the new salary range.

2. In those situations in which an employee's salary adjustment is not equal to at least two increments in their old range they shall retain their current anniversary date. However, if an employee's salary adjustment equals two or more increments in their old range, they shall be assigned a new anniversary date based on the effective date of such salary increase in the same manner as indicated below for new employees hired. Employees placed on a new quarterly anniversary date must serve in position for one year to be entitled to an earned merit increment on their anniversary date.
3. Employees, being paid a special salary adjustment, upon promotion or reclassification to another title which carries a higher salary range, shall have that special salary adjustment discontinued upon promotion or reclassification to a higher paying title.

E. Determining Anniversary Dates:

1. Employees hired at the Board from October 2 to January 1 shall have a January 1 anniversary date of the second year following the date of appointment. For those employees hired on January 1 or January 2, the anniversary date of January 1 will be the following year.
2. Employees hired from January 3 through April 1 shall have an April 1 anniversary date of the following year.
3. Employees hired from April 2 through July 1 shall have a July 1 anniversary date of the following year.
4. Employees hired from July 2 through October 1 shall have an October 1 anniversary date of the following year.

II. For the period from July 1, 1996 through December 31, 1996, employees covered by this Agreement shall be compensated as follows:

- A. Each position title shall have a salary range as set forth in Appendix II of this Agreement. Effective July 1, 1996 employees shall have their salaries adjusted on-step on-guide in the appropriate salary range as set forth in Appendix II of this Agreement. (Salary adjustment reflects a 2.5% salary increase for employees at step 8 and 2% for employees at steps 1 through 7).
- B. Employees who are not at the maximum of their appropriate salary range shall be entitled to an earned merit increment within their salary range, provided their services have been satisfactory and they have been in the continuous employment of the Board for at least one year.
- C. Longevity payments shall not be considered in arriving at the on-step on-guide adjustments. These payments shall be in addition to base salaries.
- D.
 - 1. All employees covered by this Agreement, promoted or reclassified to another title which carries a higher salary range, shall have their salary adjusted so that it provides an increase in pay of one increment of the present salary range plus the amount, if necessary, to adjust and equalize the employee's salary to the proper step of the new salary range.
 - 2. In those situations in which an employee's salary adjustment is not equal to at least two increments in their old range they shall retain their current anniversary date. However, if an employee's salary adjustment equals two or more increments in their old range, they shall be assigned a new anniversary date based on the effective date of such salary increase in the same manner as indicated below for new employees hired. Employees placed on a new quarterly anniversary date must serve in position for one year to be entitled to an earned merit increment on their anniversary date.
 - 3. Employees, being paid a special salary adjustment, upon promotion or reclassification to another title which carries a higher salary range, shall have that special salary adjustment discontinued upon promotion or reclassification to a higher paying title.

E. Determining Anniversary Dates:

1. Employees hired at the Board from October 2 to January 1 shall have a January 1 anniversary date of the second year following the date of appointment. For those employees hired on January 1 or January 2, the anniversary date of January 1 will be the following year.
2. Employees hired from January 3 through April 1 shall have an April 1 anniversary date of the following year.
3. Employees hired from April 2 through July 1 shall have a July 1 anniversary date of the following year.
4. Employees hired from July 2 through October 1 shall have an October 1 anniversary date of the following year.

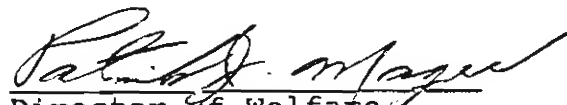
- F. For the period January 1, 1996 through December 31, 1996, the Employer agrees to pay a uniform allowance in the sum of \$250.00 per year to Home Service Aides and to Building Maintenance Workers.

IN WITNESS WHEREOF, the parties have entered into this Agreement and caused same to be executed by its respective officers or agents on the /
day of December, 1996.

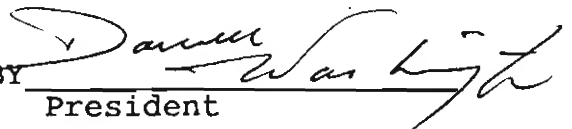
MERCER COUNTY BOARD
OF SOCIAL SERVICES

BY 
Chairman

ATTEST:


Director of Welfare

LOCAL 2285, AMERICAN FEDERATION
OF STATE, COUNTY AND MUNICIPAL
EMPLOYEES

BY 
President

ATTEST:



APPENDIX I
AFSCME 2285
EFFECTIVE 01/01/96

		1	2	3	4	5	6	7	8
5	Clerk	16401	17114	17828	18540	19256	19969	20682	21395
6	Building Maintenance Worker	17114	17865	18616	19365	20116	20867	21618	22369
6	Microfilm Machine Operator	17114	17865	18616	19365	20116	20867	21618	22369
7	Account Clerk	17865	18652	19439	20227	21015	21806	22592	23383
7	Clerk Typist	17865	18652	19439	20227	21015	21806	22592	23383
7	Data Entry Machine Operator	17865	18652	19439	20227	21015	21806	22592	23383
7	Interpreter Bilingual Spanish	17865	18652	19439	20227	21015	21806	22592	23383
7	Receptionist	17865	18652	19439	20227	21015	21806	22592	23383
7	Social Service Aide	17865	18652	19439	20227	21015	21806	22592	23383
8	Clerk Stenographer	18652	19480	20309	21135	21964	22789	23618	24447
8	Clerk Transcriber	18652	19480	20309	21135	21964	22789	23618	24447
8	Home Service Aide	18652	19480	20309	21135	21964	22789	23618	24447
8	Messenger	18652	19480	20309	21135	21964	22789	23618	24447
9	Senior Building Maintenance Worker	19480	20348	21216	22083	22950	23817	24685	25553
9	Senior Clerk	19480	20348	21216	22083	22950	23817	24685	25553
9	Senior Microfilm Machine Operator	19480	20348	21216	22083	22950	23817	24685	25553
9	Terminal Operator	19480	20348	21216	22083	22950	23817	24685	25553
10	Senior Account Clerk	20348	21257	22167	23076	23988	24895	25806	26717
10	Senior Account Clerk (Typing)	20348	21257	22167	23076	23988	24895	25806	26717
10	Senior Clerk Typist	20348	21257	22167	23076	23988	24895	25806	26717
10	Senior Home Service Aide	20348	21257	22167	23076	23988	24895	25806	26717
10	Senior Receptionist	20348	21257	22167	23076	23988	24895	25806	26717
11	Senior Clerk Stenographer	21257	22215	23166	24121	25074	26030	26986	27933
11	Senior Clerk Transcriber	21257	22215	23166	24121	25074	26030	26986	27933
11	Senior Data Entry Machine Operator	21257	22215	23166	24121	25074	26030	26986	27933
11	Senior Terminal Operator	21257	22215	23166	24121	25074	26030	26986	27933
11	Computer Operator Trainee	21257	22215	23166	24121	25074	26030	26986	27933
12	Computer Operator	22238	23242	24245	25250	26253	27257	28263	29268
13	Principal Clerk	23215	24266	25322	26377	27431	28482	29536	30591
13	Social Service Technician	23215	24266	25322	26377	27431	28482	29536	30591
14	Principal Account Clerk	24266	25373	26479	27587	28694	29799	30907	32014
14	Principal Clerk Transcriber	24266	25373	26479	27587	28694	29799	30907	32014
14	Principal Clerk Typist	24266	25373	26479	27587	28694	29799	30907	32014
14	Principal Data Entry Machine Operator	24266	25373	26479	27587	28694	29799	30907	32014
14	Principal Microfilm Machine Operator	24266	25373	26479	27587	28694	29799	30907	32014
15	Income Maintenance Technician	24205	25355	26508	27657	28805	29955	31107	32257
19	Income Maintenance Worker	29169	30566	31964	33364	34763	36161	37560	38959
20	Investigator, County Welfare	30566	32036	33507	34976	36446	37917	39386	40855
20	Social Worker	30566	32036	33507	34976	36446	37917	39386	40855
21	Income Maintenance Specialist	32036	33579	35125	36668	38211	39757	41301	42844

		1	2	3	4	F	E	7	
5	Clerk	16729	17456	18185	18911	19641	20368	21096	2192
6	Building Maintenance Worker	17456	18222	18988	19752	20518	21284	22050	2292
6	Microfilm Machine Operator	17456	18222	18988	19752	20518	21284	22050	2292
7	Account Clerk	18222	19025	19828	20632	21435	22242	23044	2396
7	Clerk Typist	18222	19025	19828	20632	21435	22242	23044	2396
7	Data Entry Machine Operator	18222	19025	19828	20632	21435	22242	23044	2396
7	Interpreter Bilingual Spanish	18222	19025	19828	20632	21435	22242	23044	2396
7	Receptionist	18222	19025	19828	20632	21435	22242	23044	2396
7	Social Service Aide	18222	19025	19828	20632	21435	22242	23044	2396
8	Clerk Stenographer	19025	19870	20715	21558	22403	23245	24090	2505
8	Clerk Transcriber	19025	19870	20715	21558	22403	23245	24090	2505
8	Home Service Aide	19025	19870	20715	21558	22403	23245	24090	2505
8	Messenger	19025	19870	20715	21558	22403	23245	24090	2505
9	Senior Building Maintenance Worker	19870	20755	21640	22525	23409	24293	25179	2619
9	Senior Clerk	19870	20755	21640	22525	23409	24293	25179	2619
9	Senior Microfilm Machine Operator	19870	20755	21640	22525	23409	24293	25179	2619
9	Terminal Operator	19870	20755	21640	22525	23409	24293	25179	2619
10	Senior Account Clerk	20755	21682	22610	23538	24468	25393	26322	2738
10	Senior Account Clerk (Typing)	20755	21682	22610	23538	24468	25393	26322	2738
10	Senior Clerk Typist	20755	21682	22610	23538	24468	25393	26322	2738
10	Senior Home Service Aide	20755	21682	22610	23538	24468	25393	26322	2738
10	Senior Receptionist	20755	21682	22610	23538	24468	25393	26322	2738
11	Senior Clerk Stenographer	21682	22659	23629	24603	25575	26551	27526	2863
11	Senior Clerk Transcriber	21682	22659	23629	24603	25575	26551	27526	2863
11	Senior Data Entry Machine Operator	21682	22659	23629	24603	25575	26551	27526	2863
11	Senior Terminal Operator	21682	22659	23629	24603	25575	26551	27526	2863
11	Computer Operator Trainee	21682	22659	23629	24603	25575	26551	27526	2863
12	Computer Operator	22683	23707	24730	25755	26778	27802	28828	2999
13	Principal Clerk	23679	24751	25828	26905	27980	29052	30127	3135
13	Social Service Technician	23679	24751	25828	26905	27980	29052	30127	3135
14	Principal Account Clerk	24751	25880	27009	28139	29268	30395	31525	3281
14	Principal Clerk Transcriber	24751	25880	27009	28139	29268	30395	31525	3281
14	Principal Clerk Typist	24751	25880	27009	28139	29268	30395	31525	3281
14	Principal Data Entry Machine Operator	24751	25880	27009	28139	29268	30395	31525	3281
14	Principal Microfilm Machine Operator	24751	25880	27009	28139	29268	30395	31525	3281
15	Income Maintenance Technician	24689	25862	27038	28210	29381	30554	31729	3306
19	Income Maintenance Worker	29752	31177	32603	34031	35458	36884	38311	3993
20	Investigator, County Welfare	31177	32677	34177	35676	37175	38675	40174	4187
20	Social Worker	31177	32677	34177	35676	37175	38675	40174	4187
21	Income Maintenance Specialist	32677	34251	35828	37401	38975	40552	42127	4391